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August 5, 1999

For Immediate Release:

WAYLAND NAMED EIU DIRECTOR OF EMPLOYEE/LABOR RELATIONS

CHARLESTON -- Robert Wayland, an associate professor in Eastern Illinois University's School of Business, has been named director of the university's newly formed Department of Employee and Labor Relations.

As director, Wayland will serve as chief negotiator and labor contract interpreter for all labor contracts. Other duties include developing good labor management relations, training supervisors on contract language, assisting in disciplinary matters and advising on university policies and procedures relating to employee relations.

"Bob Wayland was recommended unanimously by the Director of Employee and Labor Relations search committee, and I am pleased to appoint him to this position," said Morgan R. Olsen, vice president for business affairs. "Dr. Wayland is uniquely qualified for this important position, by virtue of his extensive labor relations experience, his detailed

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knowledge of Eastern, and his even temperament and open style. I am confident that he will serve the university and its employees well, and do everything possible to ensure a positive, progressive and productive work environment for Eastern."

Wayland, having played a major role in EIU contract negotiations for nearly four years now, is no stranger to Eastern's labor issues. He's remained actively involved since 1996 when Eastern, along with four other Illinois universities, ceased sharing a common governing body -- the Board of Governors. Prior to that time, most labor negotiations took place in Springfield, Wayland said.

The appointment of a single institution board of trustees mandated that labor issues be dealt with on a local basis. Wayland first became involved while serving as Eastern's interim human resources director. And, since August 1998, he has served as assistant to the president for labor relations while continuing his teaching assignments through the School of Business. His new, full-time post will take him away from teaching.

"The function (of this position) has been done for a long time now," Wayland said. "The university's just defining it better now."

He noted that the most visible change over the past four years has been the addition of labor unions. Under the BOG, Eastern's faculty and staff were represented through one faculty union and six labor unions. The latter number has increased by four over the last few years, bringing the total to 10, he said.

Lloyd Leonard, formerly an employee and labor relations manager in Eastern's human resources department, will join Wayland as assistant director in the newly formed department. Both men began their new appointments Aug. 1.